PERS 41

Major Commander's Conference
June 2007

Hot Topics

Surface Warfare Enterprise

- GWOT Process Improvement
- Division Officer Distribution
- Mainstreaming SWO Experience for CDR Command
- XO/CO Fleet Up
- CFOM
- FY08 CAPT Board
- Mentor Items

Individual Augments Today

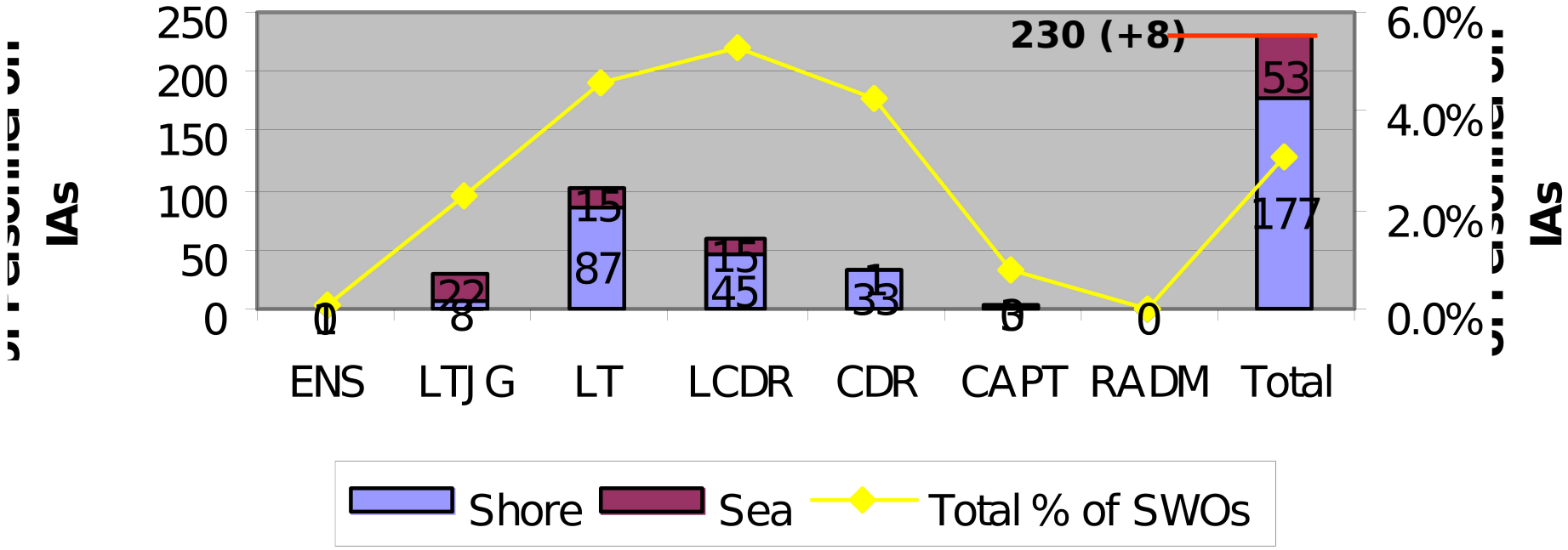
Surface Warfare

- ~ 230 Surface Warfare Officers From O1 to O6 in IA Billets
- Joint Duty Credit
- Coming from Sea
- Not Detailed by PERS-41
- Command Billets (PRTs)
- Navy Committed to Sending Our Best
- May Conflict with “Normal” Career Path
  - Some in lieu of 2nd Divo, 2nd DH Tour
- Approved Business Rules for SWOs
  - Divo must have EOOW
  - DH must have TAO & EOOW
  - Ready for next shipboard tour

YOU Must Enforce!

Individual Augmentation

Surface Warfare Enterprise



33 IAs Receiving Full Joint Duty Credit

Post-IA JO Detailing

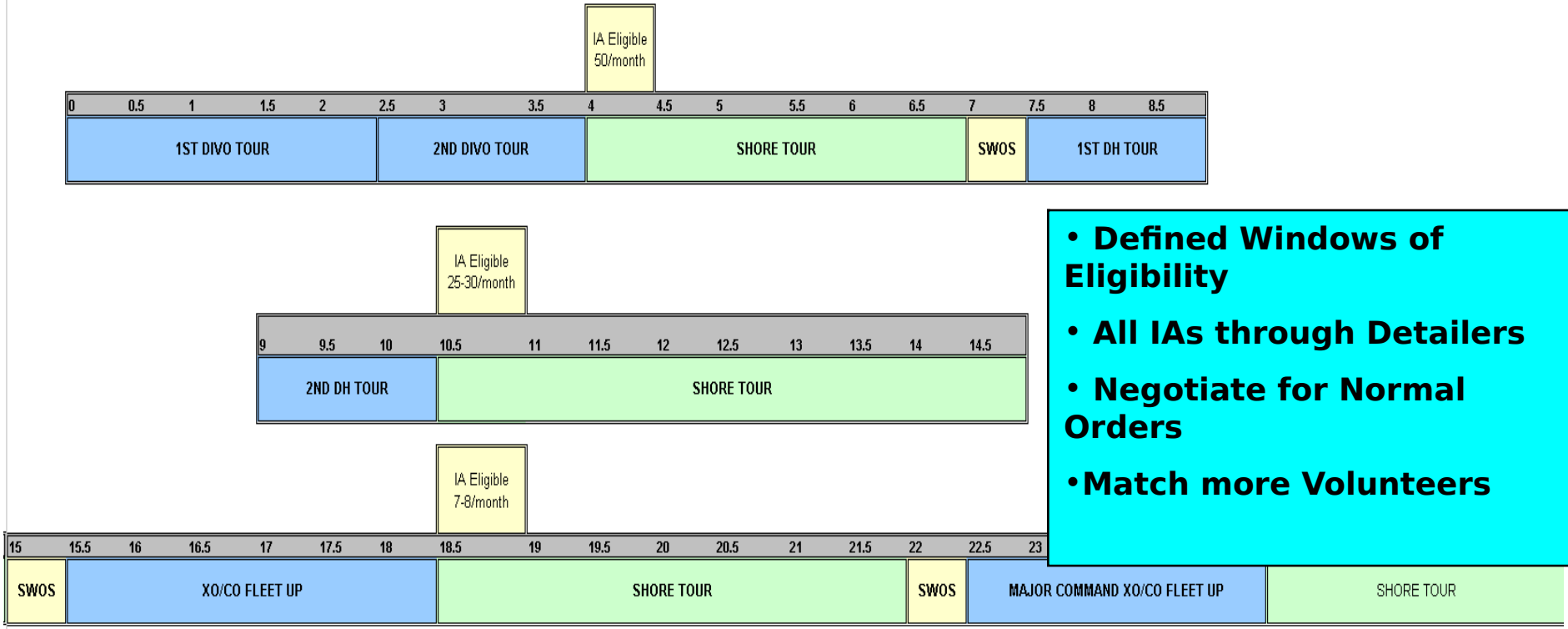
Surface Warfare Enterprise

- 133 JOs (ENS-LT) on IAs as of May 07
- PERS-41 tracks each JO returning from an IA for slating purposes
- RFF-611 Counter-IED Mission took 17 Second Tour DIVOs from AEGIS FCO and TRAINO billets for training + 12 months boots on ground embedded in Army Battalions as EW Officer
- 17 of 17 have entered slating window for post-DIVO Shore Tour
  - 8 of 17 requested SWOCP required billets
  - Only 2 RADs of the 17 Officers slated thus far
- 11 Officers slated to 1st choice; 1 to 2nd choice; 1 to 3rd choice
- 2 USNA LEADs selectees

No IA Is Disadvantaged

GWOT Support Assignments (GSA)

Surface Warfare Enterprise



- **Defined Windows of Eligibility**
- **All IAs through Detailers**
- **Negotiate for Normal Orders**
- **Match more Volunteers**

- **Execute Orders OR go on GSA**
- **Only subject to GSA during Window…once ashore, stay ashore**

Division Officer Distribution

Surface Warfare Enterprise

- SWOSDOC Legacy Course provided a forced distribution of annual accessions
  - Staggered class convening dates resulted in staggered Ensign report dates and subsequent PRDs
- SWOS-AT-SEA puts ~92% of annual YG aboard first ship 30 days after commissioning for 27 month DIVO Tour
  - YG06: 74% of First Tour DIVOs have PRD of 0810 +/- 1 month
  - MILPERSMAN allows for shift of PRD -1/+3 months
- Increasing Number of Second Tour DIVO billets
  - NECC (MSF Dets, IBU, Riverine)
  - LCS
  - FFGs not decommissioned

Managing 1st Tour PRDs Addresses 2nd Tour Requirements

3 of 4 tours in Mainstream Afloat Billet

Surface Warfare Enterprise

SWE ExComm approved general guideline to assign SWOs in mainstream tours for 3 of their 4 initial tours (Divo and DH) to:

- Maximize mainstream SWO shipboard/deployment experience prior to CDR CMD
- Codify current Pers-41 practice
- Issue official policy assists COs in good mentoring of JOs

XO/CO Fleet Up

Surface Warfare Enterprise

- Last traditional LCDR CO/XO Board held April 2006
  - Approximately 60 Traditional Officers remain in XO Bank
- First XO/CO Fleet Up Officer in MCM Force reported as XO in Jan 2007 and takes Command in May 2008
- No Operational Detailing (CO tour lengths set at 18 months)
- First post-XO CDR reports to USS BUNKER HILL (CG 52) as XO in May 2007
- First XO/CO Fleet Up CDR CMD Board held 10-11 April 2007 for PYG 05 eligible Officers

XO/CO Fleet-Up Hot Wash

Surface Warfare Enterprise

- 64 Officers were previously screened as XO/LCDR Command in FY05 (of those, 38 selected, 6 had significant problems/retirements, selection rate 65%)

- TAO and EOOW qualifications are required for command at sea and for screening; they were not requirements for XO screening (although certainly discriminators)

- The 20 Officers who were not selected should compete very well at their second look next year.

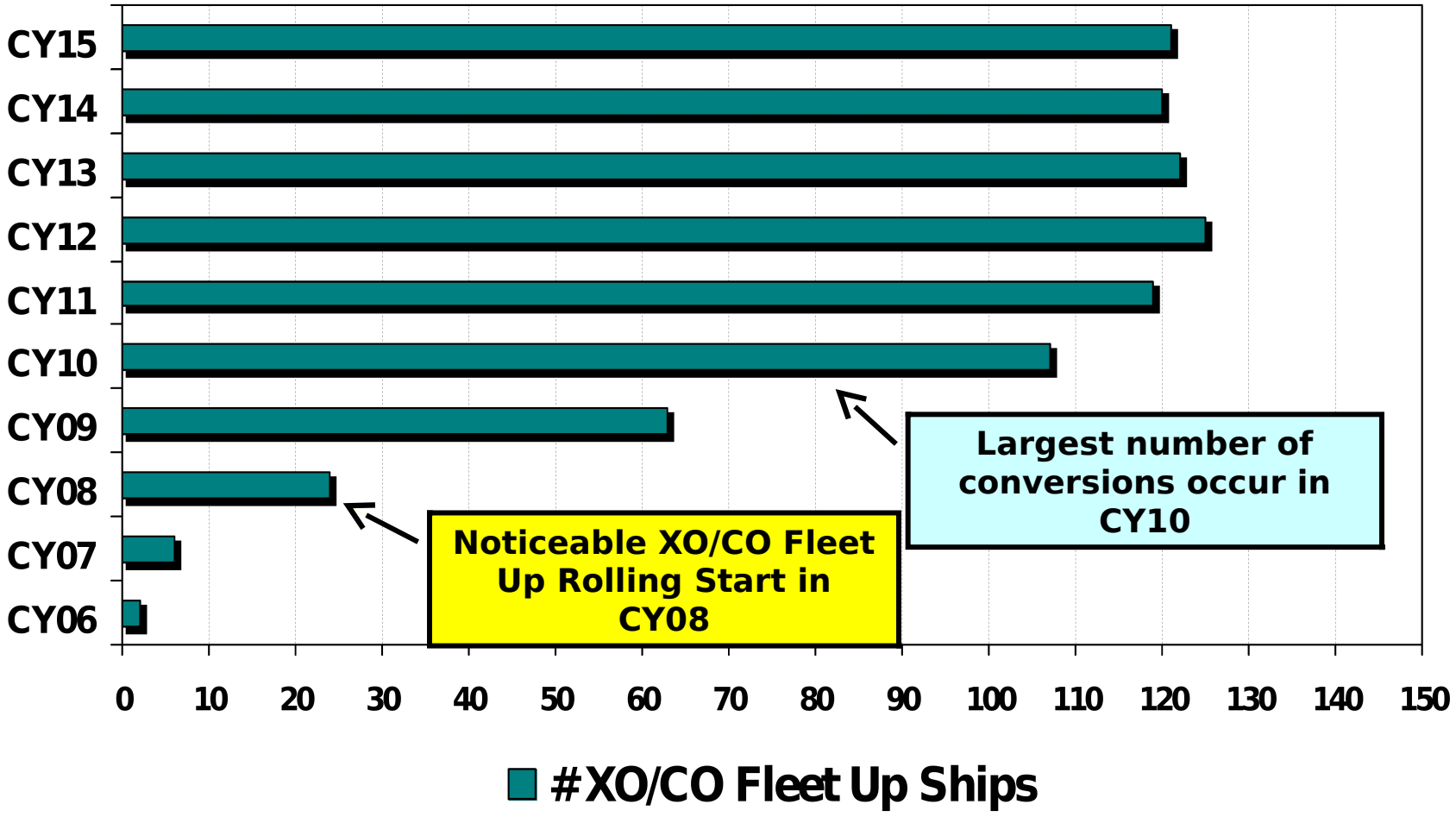
- Selecting the best and fully qualified at this stage is not difficult; However, DH FITREPS are more important than ever.

- Key discriminators, after DH FITREPS and success at sea, include:
  - Graduate degree
  - JPME I
  - Joint Duty

Board Lessons Learned at PERS-41 WEBSITE https://www.npc.navy.mil/Officer/SurfaceWarfare

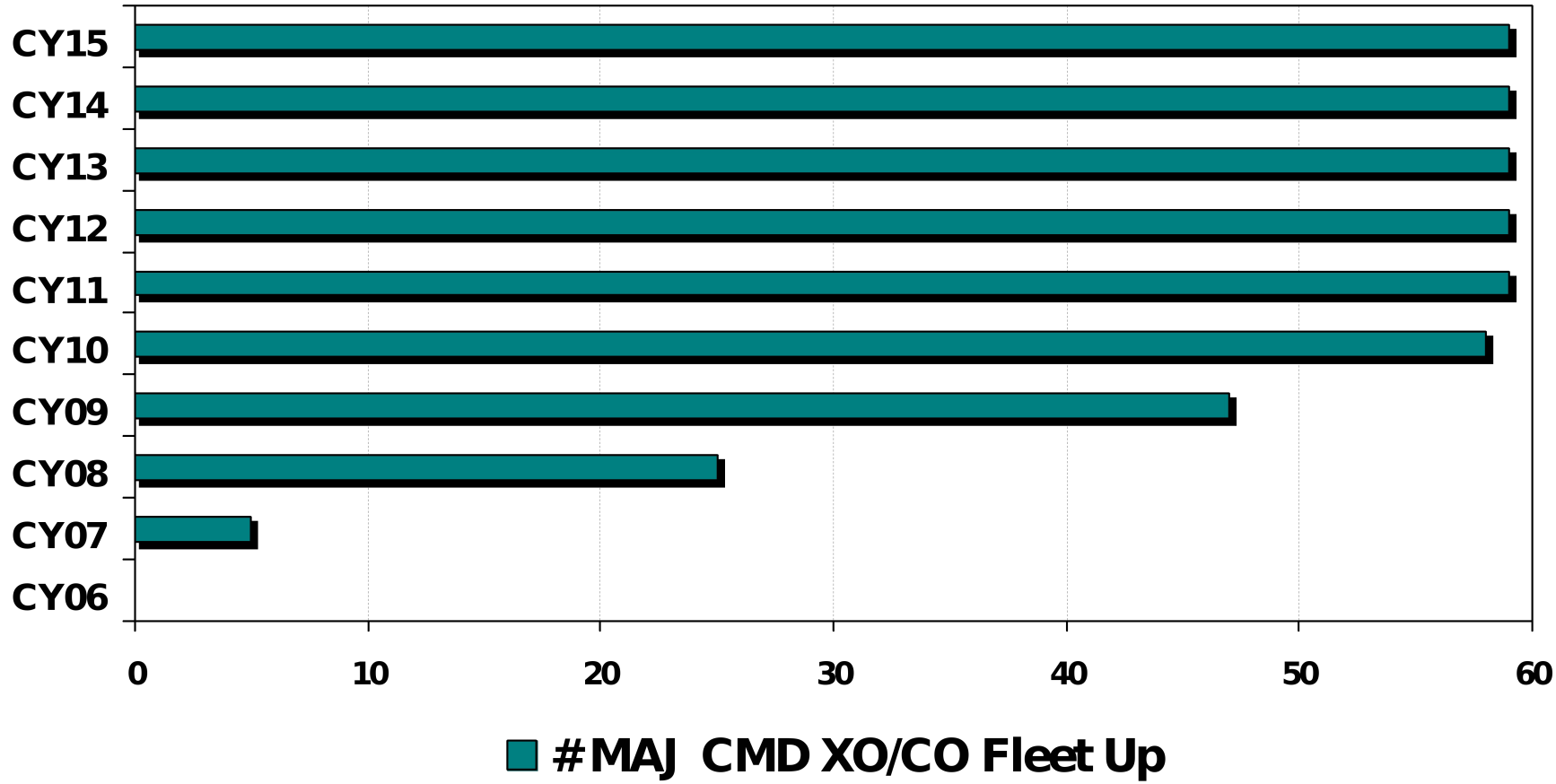
CDR CMD XO/CO Fleet Up Ships by CY

Surface Warfare Enterprise



Major Command Fleet Up by CY

Surface Warfare Enterprise



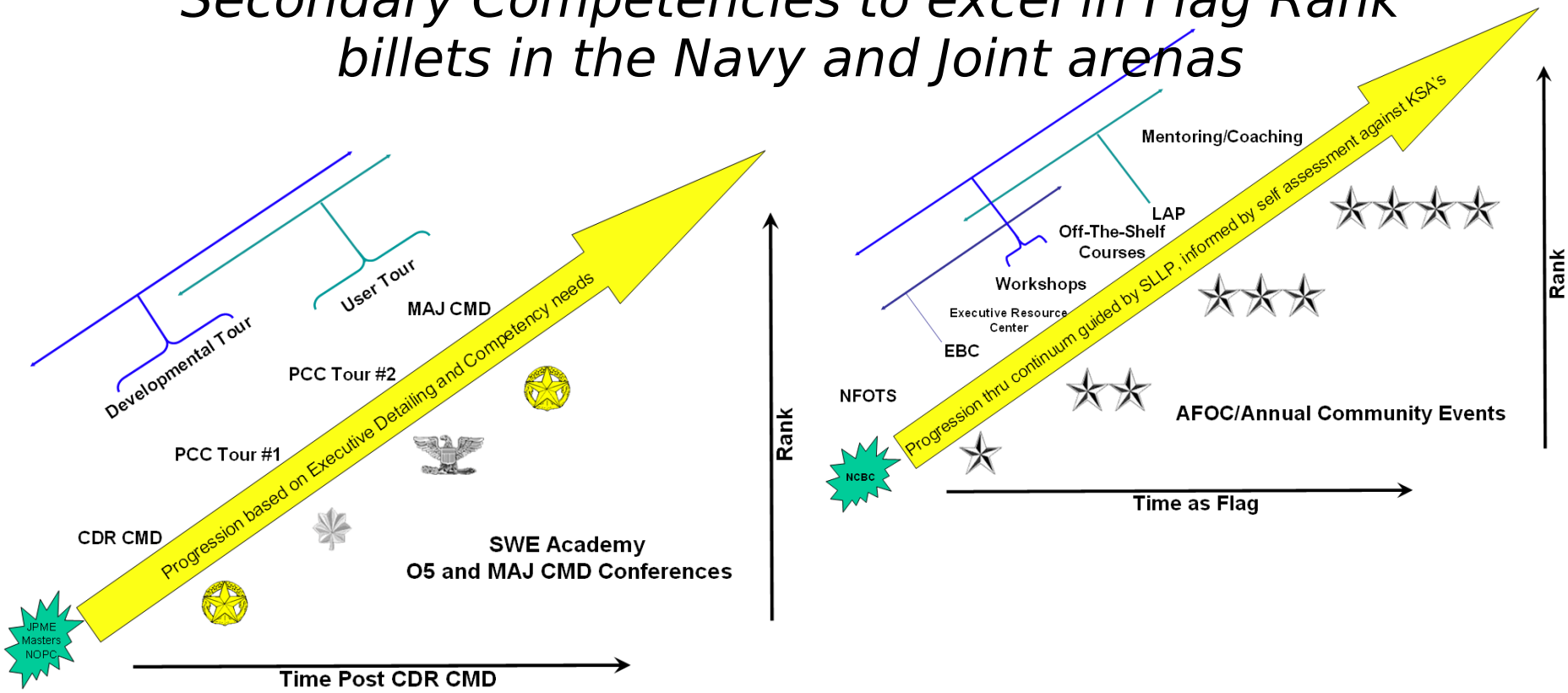
All Major Commands will be Fleet Up by CY11

Professional Development

Surface Warfare Enterprise

Align PCC Distribution to Flag Officer Executive Development to produce

Navy and Joint operationally experienced Surface Warfare Officers who possess the required Key Secondary Competencies to excel in Flag Rank billets in the Navy and Joint arenas



Objective

Surface Warfare Enterprise

Develop a <u>Diverse</u> Cadre of Post-Major Command SWOs

<u>WHO</u>

- Are experienced in the Joint arena and possess the background to eventually lead Joint Organizations (DE1)
- Have the educational foundation to formulate and execute Navy Strategies/Plans at the Executive Level (DE2)
- In addition to being proficient warfighters, have skills and experience in Key Secondary Competencies (DE3)
- Are Enterprise Citizens (DE4)
- Are capable of Diverse, Strategic thought (DE 5)

<u>WHILE</u>

- Meeting all Statutory Joint requirements
- Implementing “Path to Joint” vision and milestones

SWE EXCOMM Oversight of Professional Development

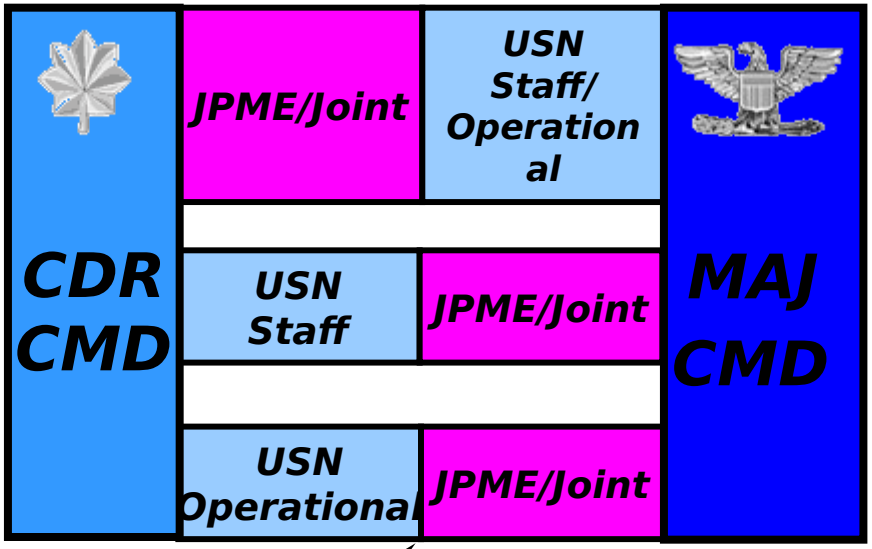
Surface Warfare Enterprise

1. Operational Planning Tour
2. Developmental Tour
3. Executive Education
4. User Tour

Executive Development Drivers Changing Priorities

1. User Tour
2. Executive Education
3. Operational Planning Tour
4. Developmental Tour

Diversity In = Diversity Out



Proficiency in Key Secondary Competencies

1. Business Rules
2. Path to Jointness
3. Needs of Navy
4. IA's

Assignment Drivers Changing Priorities

1. Needs of Navy
2. Path to Jointness
3. IA's
4. Business Rules

Measuring a Competency Figure of Merit (CFOM)

Surface Warfare Enterprise

- Identify and Validate Competency Factors (CF) for the 10 Secondary Competencies
- Competency Factors (CF) include, but not limited to:
  - Education (Bachelor, Master, PhD, Executive Education)
  - JPME
  - Tours
- Determine weighting factor for each CF
- Calculate CFOM:
  - Aggregate Officer CFs/Total possible CFs

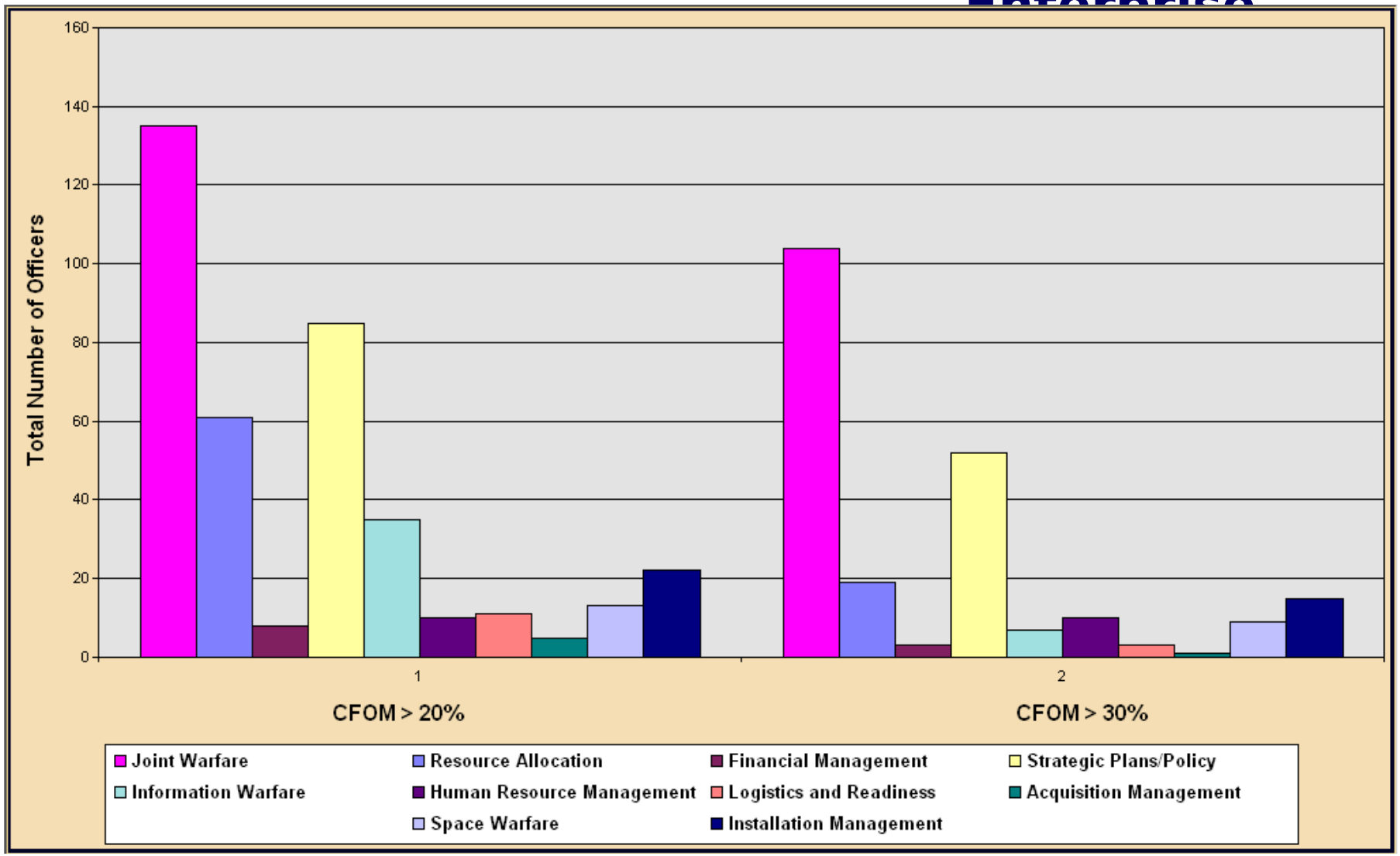
Key Secondary Competencies

Surface Warfare Enterprise

- Joint/Combined Warfare
- Resource Allocation
- Financial Management
- Strategic Plans and Policy
- Information Warfare
- Human Resources Management
- Logistics and Readiness
- Acquisition Management
- Space Warfare
- Installation Management

Number of Major Command Serving and Screened Officers with CFOM > 20% and 30%

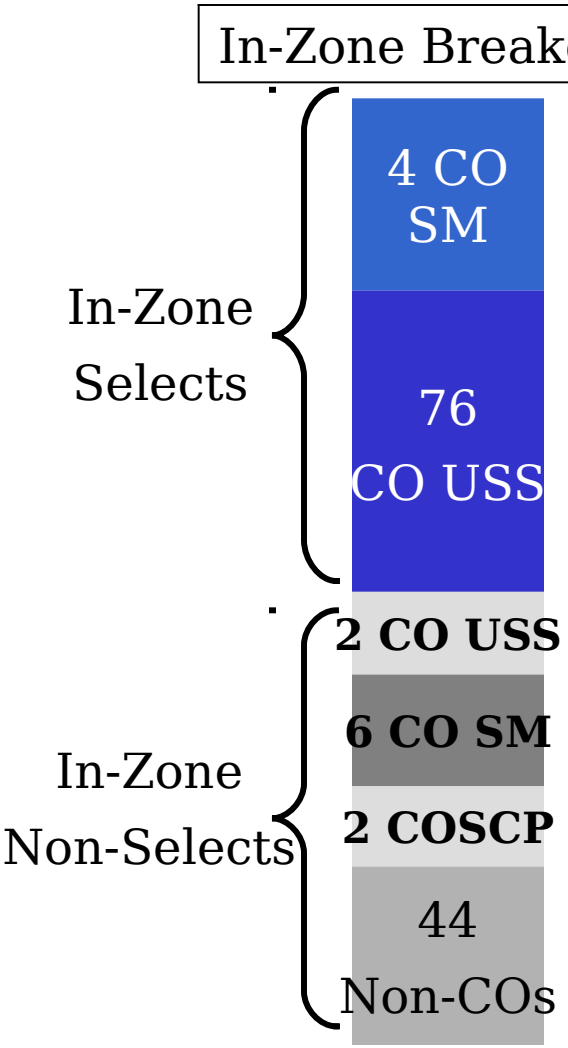
Surface Warfare Enterprise

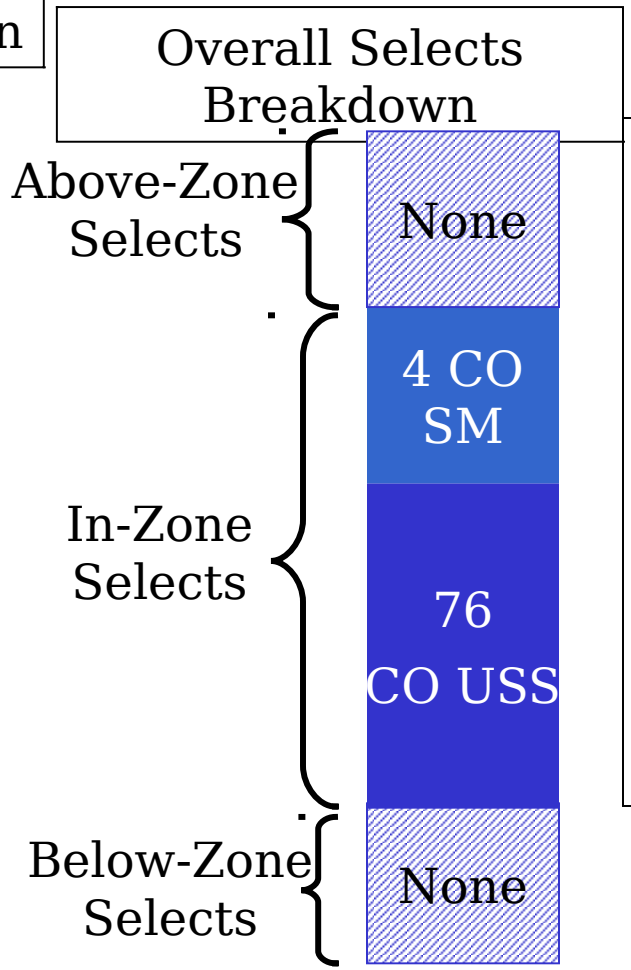


For Official Use Only

FY08 CAPT Board Results

Surface Warfare Enterprise





- Board Opportunity: 57.95%
- SWO In-Zone: 134
- SWO Fair Share: 78
- SWOs Selected: 80
- SWO Opportunity: 59.7%
- FY07 CO Afloat Opportunity: 97.4%
- FY07 Special Mission Opportunity: 40%

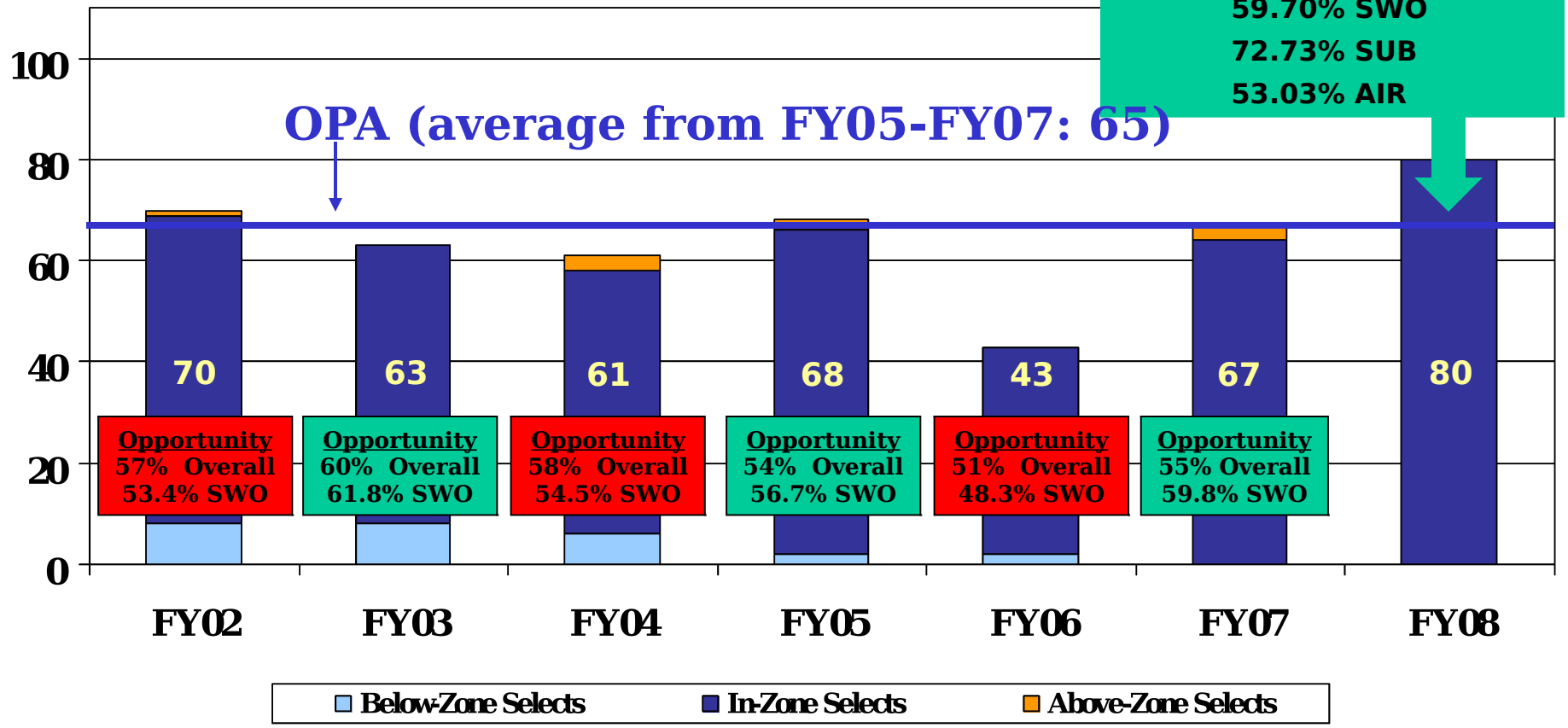
SWOs Picked Above Fair Share and Annualized

SWO CAPT Promotion Trends

Surface Warfare Enterprise

FY08 URL BOARD RATES

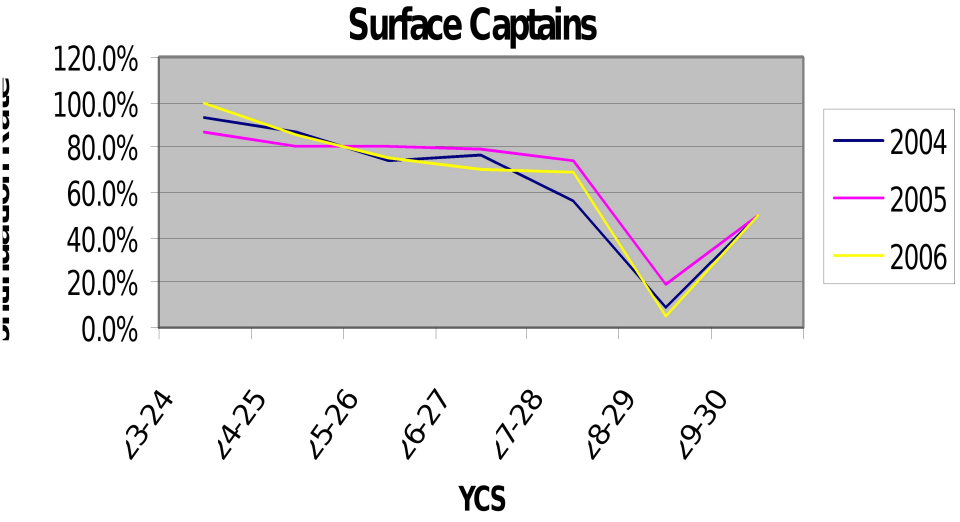
57.95% OVERALL
59.70% SWO
72.73% SUB
53.03% AIR

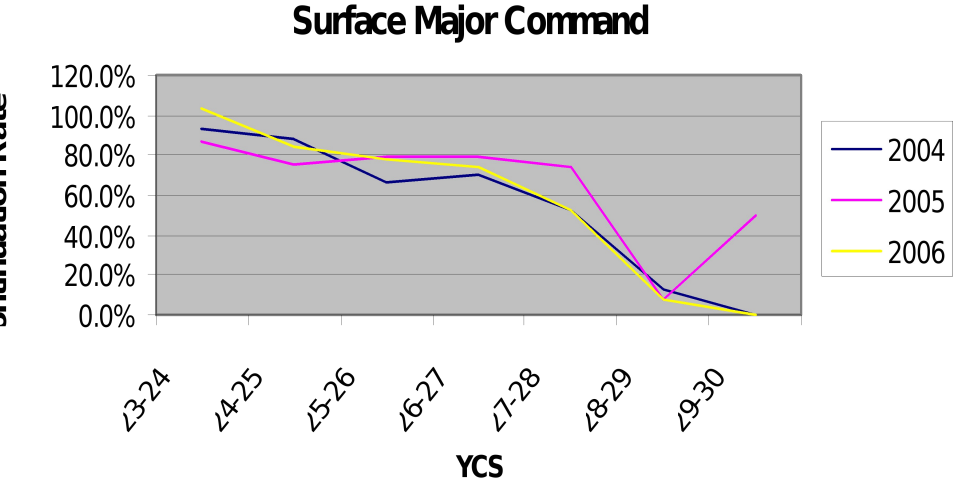


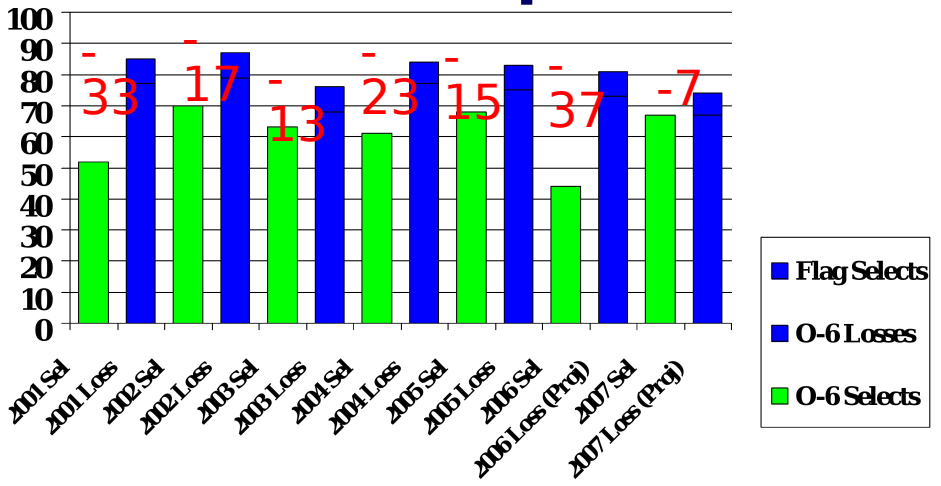
Despite Large Zone for FY08, SWO O-6 Shortage Remains Steady at ~125

Captain Retention Trends

Surface Warfare Enterprise





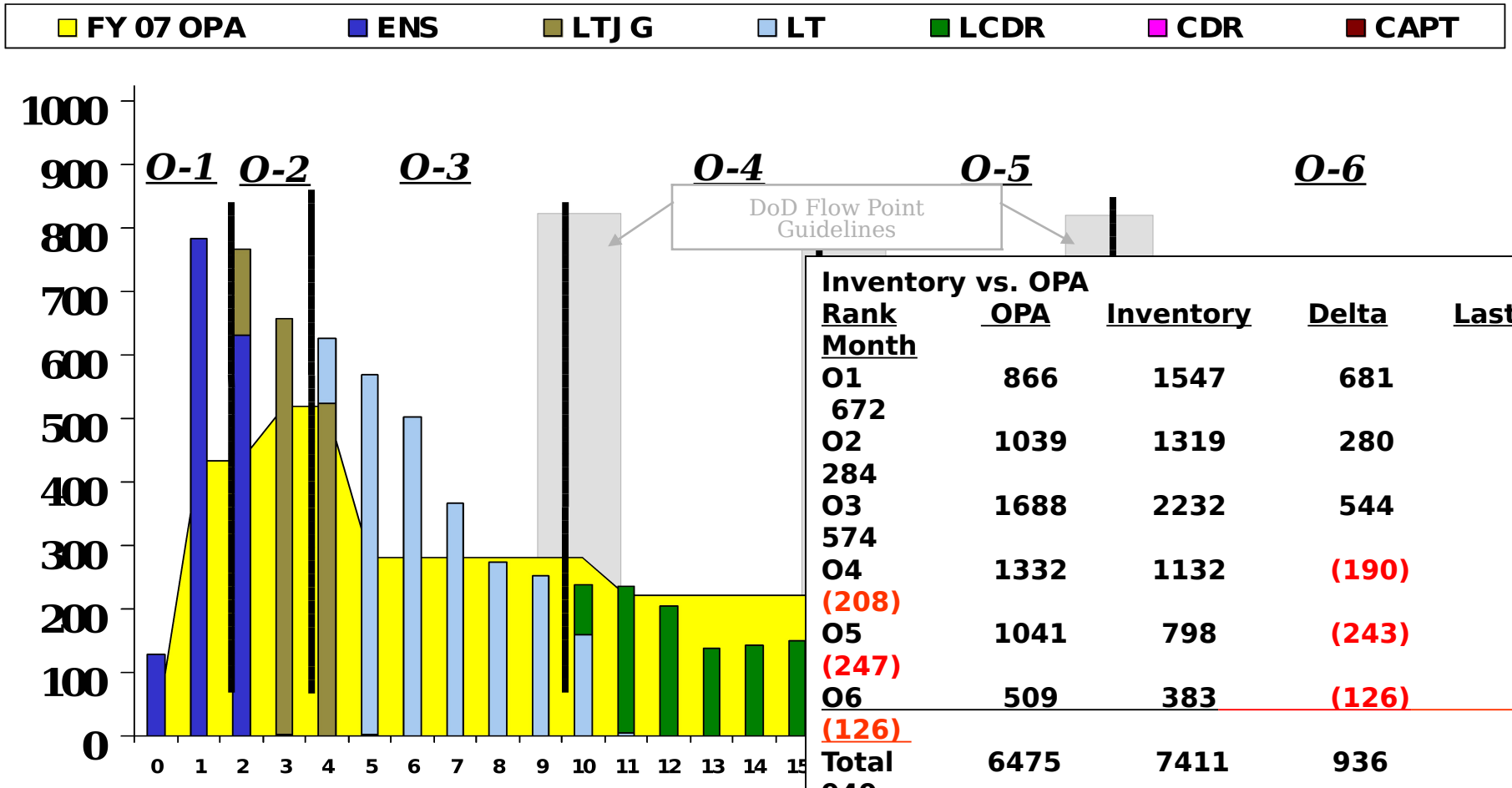


- Surface Captain inventory has decreased without Commensurate reduction in billets
  - CNP is sponsoring a Captain survey to determin factors affecting retirement
- There is no dramatic change in continuation rates SWO Captains or Major Command Screened Captains
  - More/better data required to predict future beh
- SWE will continue to monitor continuation trends a implement pro-active initiatives
  - Requested authorization in NDAA 08 to pay bonu beyond 25 YOS (currently with Congress)
  - XO/CO Fleet up will increase “selectable” Officer

Surface Community

Standardized FY-07 Inventory

Surface Warfare Enterprise



Inventory vs. OPA

Rank	OPA	Inventory	Delta	Last Month
O1	866	1547	681	672
O2	1039	1319	280	284
O3	1688	2232	544	574
O4	1332	1132	(190)	(208)
O5	1041	798	(243)	(247)
O6	509	383	(126)	(126)
Total	6475	7411	936	949

Spring OPA Increased SWO Control Grade Requirements

Mentor Interest Items

Surface Warfare Enterprise

- Retention
  - Bonuses
- Career Path
  - Business Rule / Processes
  - SWOS At Sea / EOOW
  - Early Command
  - Specialty Career Path
  - Screening for Command
- Navy/Joint Professional Military Education

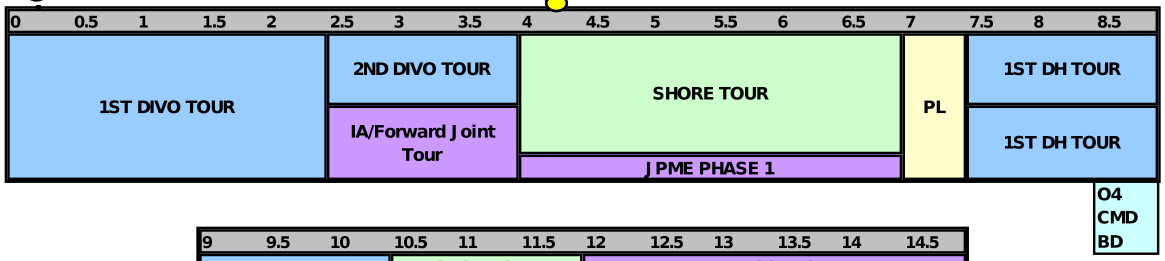
Future of the Surface Navy

Surface Warfare Enterprise

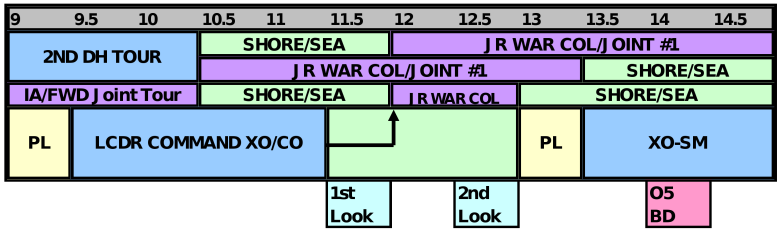
Qualification Process

Family Shore Duty

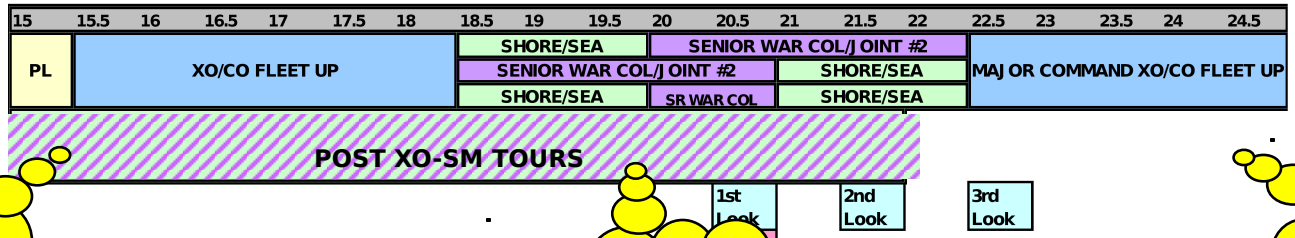
Graduate Education


0 0.5 1 1.5 2 2.5 3 3.5 4 4.5 5 5.5 6 6.5 7 7.5 8 8.5
1ST DIVO TOUR
2ND DIVO TOUR
IA/Forward Joint Tour
SHORE TOUR
JPME PHASE 1
PL
1ST DH TOUR
1ST DH TOUR
O4 CMD BD

IA Business Rules



Path to Joint



Continuum Of Incentives

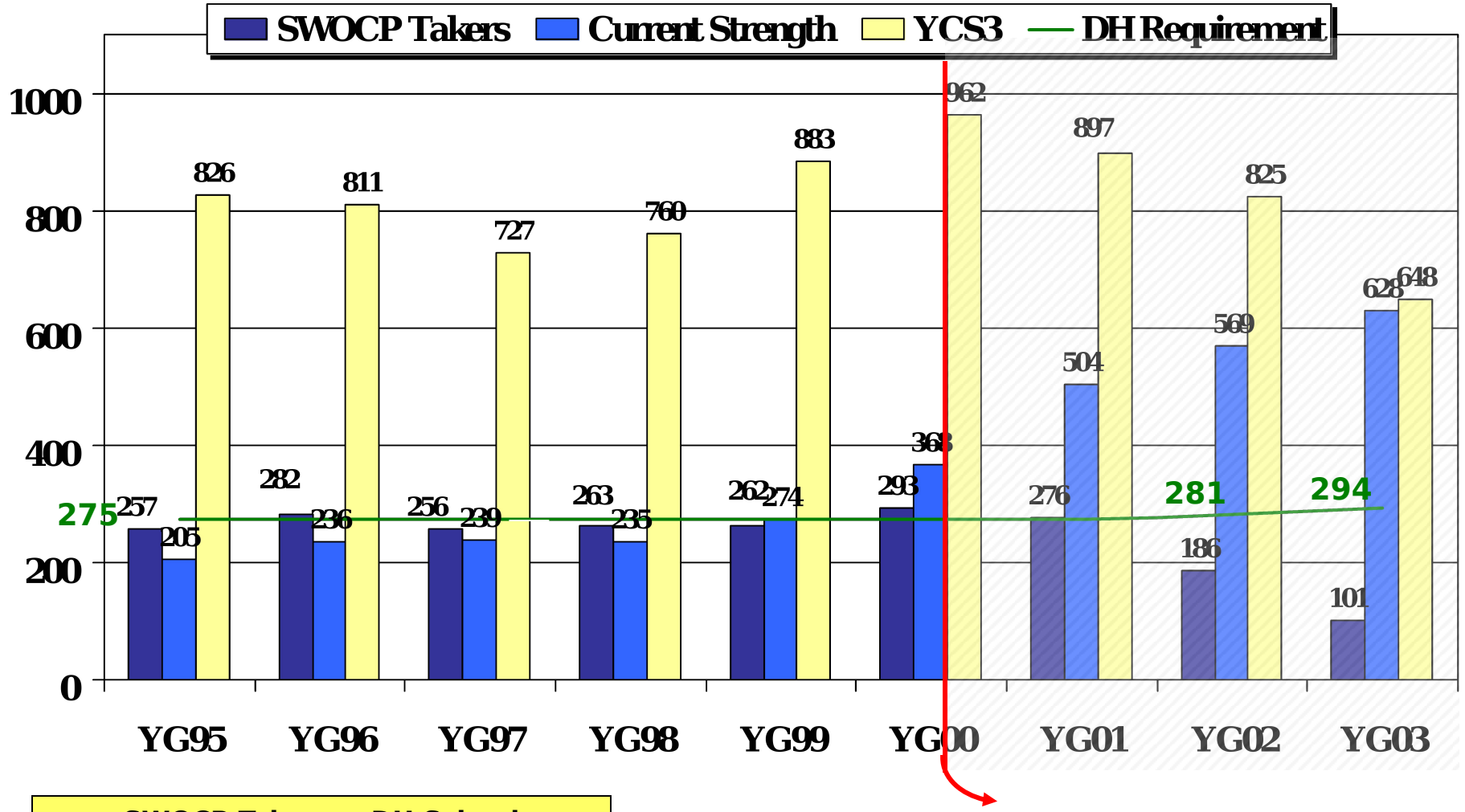
Career Milestones

Professional Development

Retention Comparison By Year Group

(SWOCP = DH)

Surface Warfare Enterprise

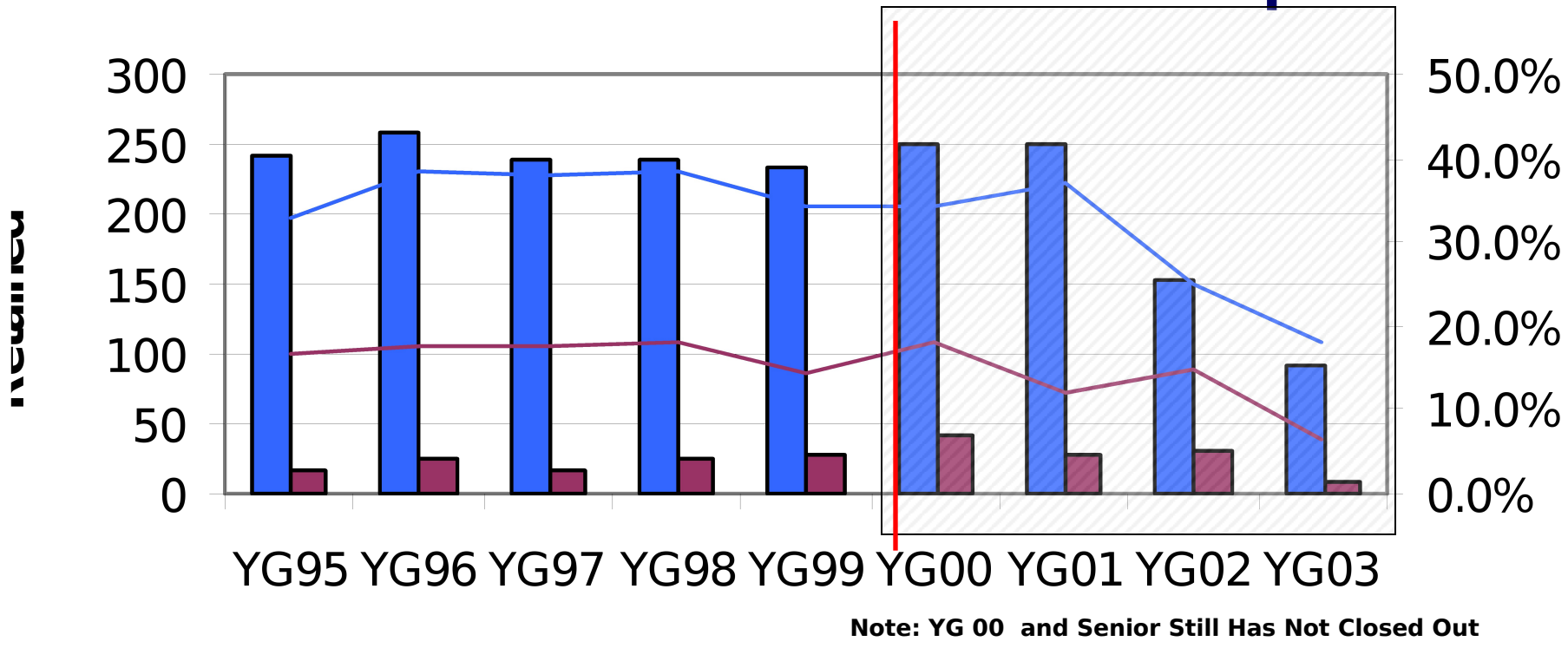


SWOCP Takers = DH School Attendance

Milestone for DH School Attendance

Retention by Gender

Surface Warfare Enterprise



Note: YG 00 and Senior Still Has Not Closed Out

male SWO Retention Remains One of Our Largest Challenges

Enhanced Work-Life Balance

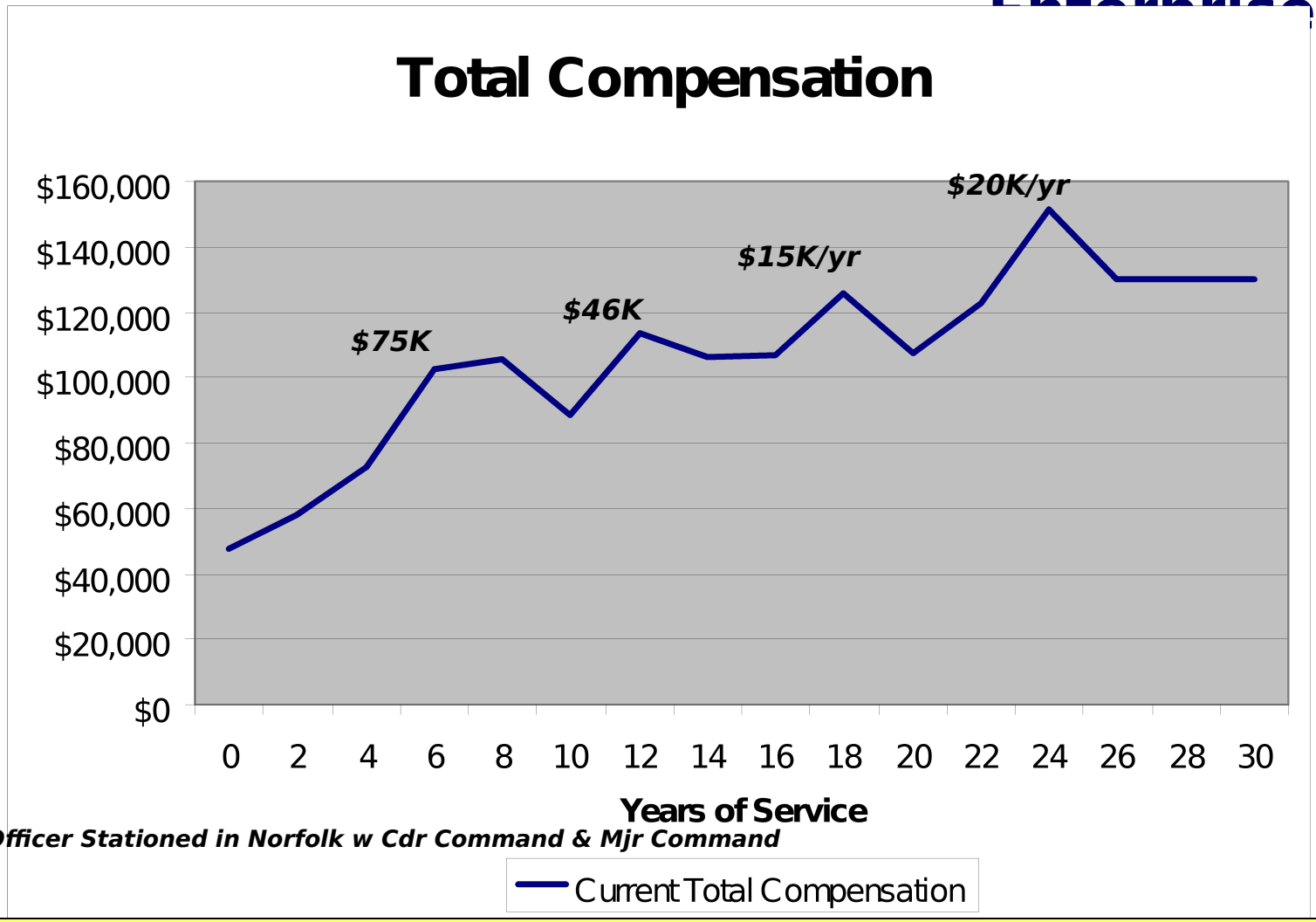
Surface Warfare Enterprise

- Tools required to enable “starting a family” and “staying SWO”
  - “Family Shore Duty”
    - 3 Year tour ashore
    - No IA
    - No move
  - Sabbatical (under close study)

Geographic Stability to Start a Family

$75K to Complete Dept Head Tours

Surface Warfare Enterprise

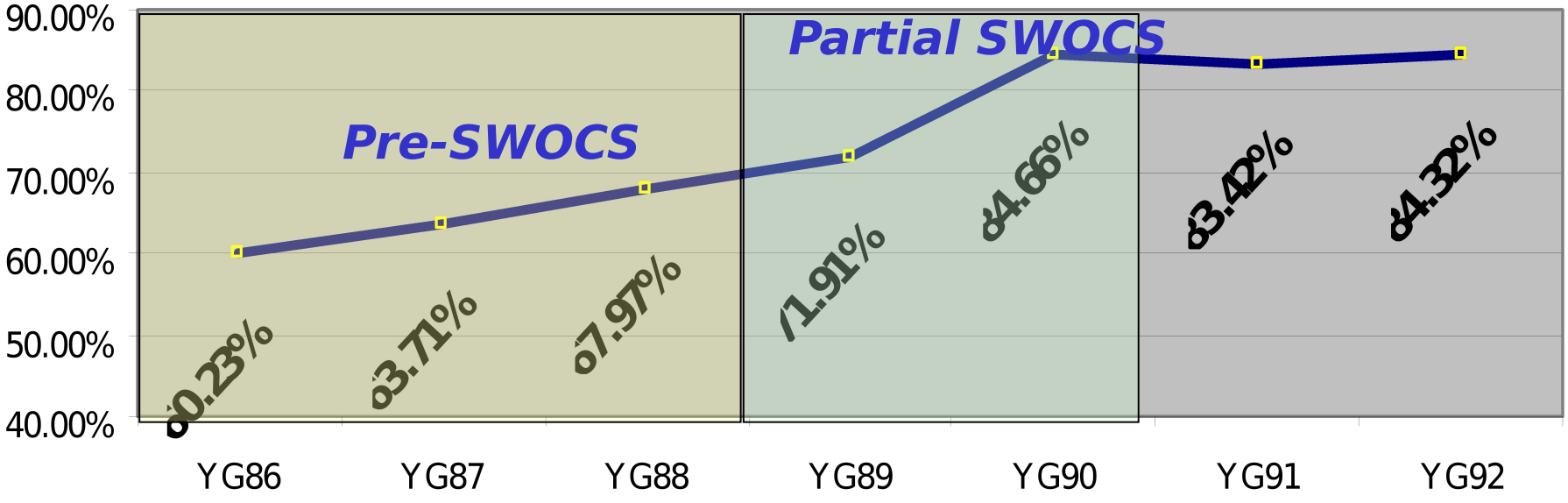


Steady Increase in Compensation over Career

Lieutenant Commander CSRB

Surface Warfare Enterprise

12-15 YCS Continuation



*Based on Navy End of Year Inventory Data

Helped Increase 12-15 YCS Continuation by ~20%

Senior CSRB Implementation

Surface Warfare Enterprise

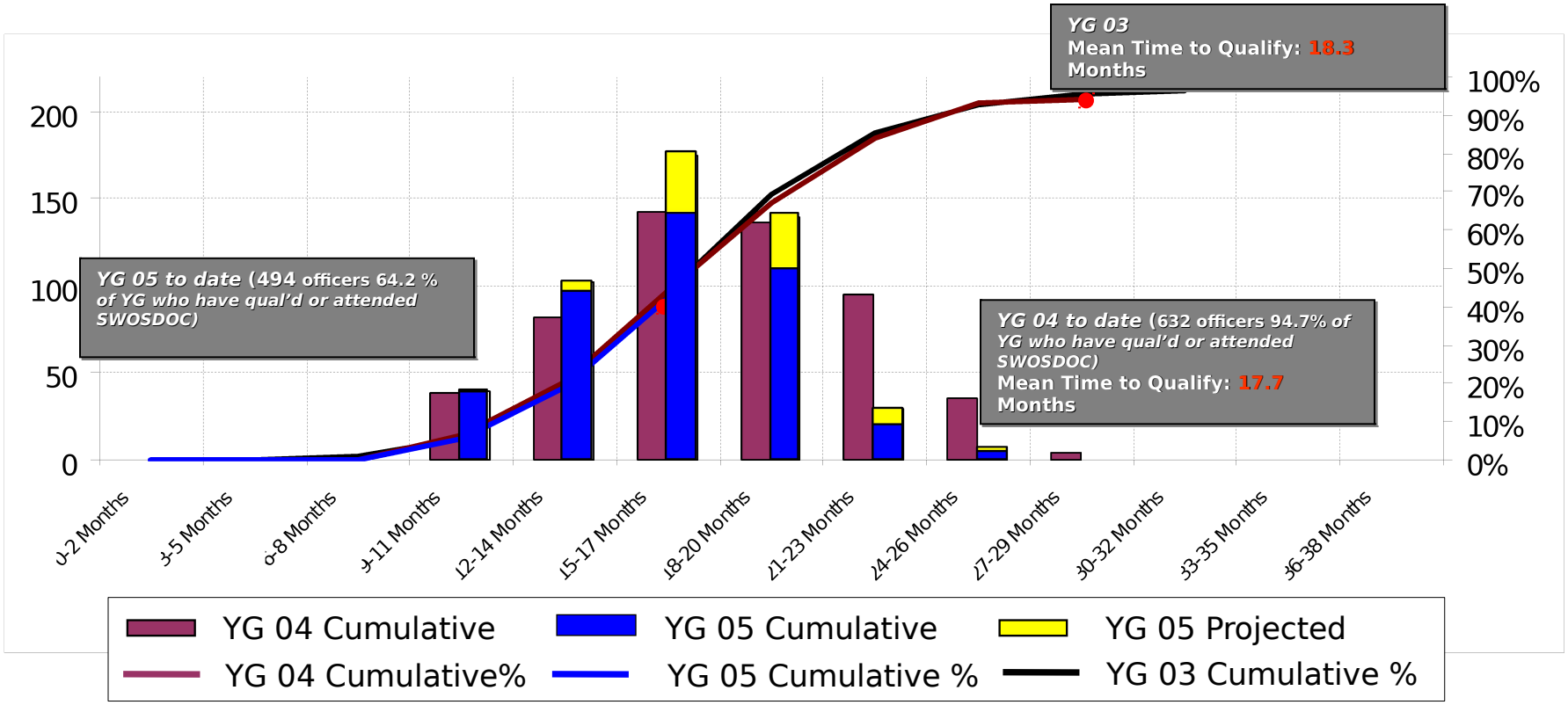
- Once NDAA 08 is approved:
  - SWO community waive 25 YOS; primarily affects mid-grade, prior enlisted Officers (approx $700K)
  - SWO community waive 25 YCS; affects Officers in Major Command (approx $160K)
- Include all Major Command XO/Deputy Billets on authorized, permanent billet list
- In interim, pay CAPT bonus to CO/Commodores month-to-month upon assuming command (approx $160K; requires NAVADMIN change)

Major Command Officers will receive Senior SWO Bonus ($15K per year) while serving as XO/Deputy and ($20K per year) as CO/Commodore

SWOS–at–Sea

SWO Qualifications (Report Onboard to Qualification)
YG 03 vs. YG 04/05

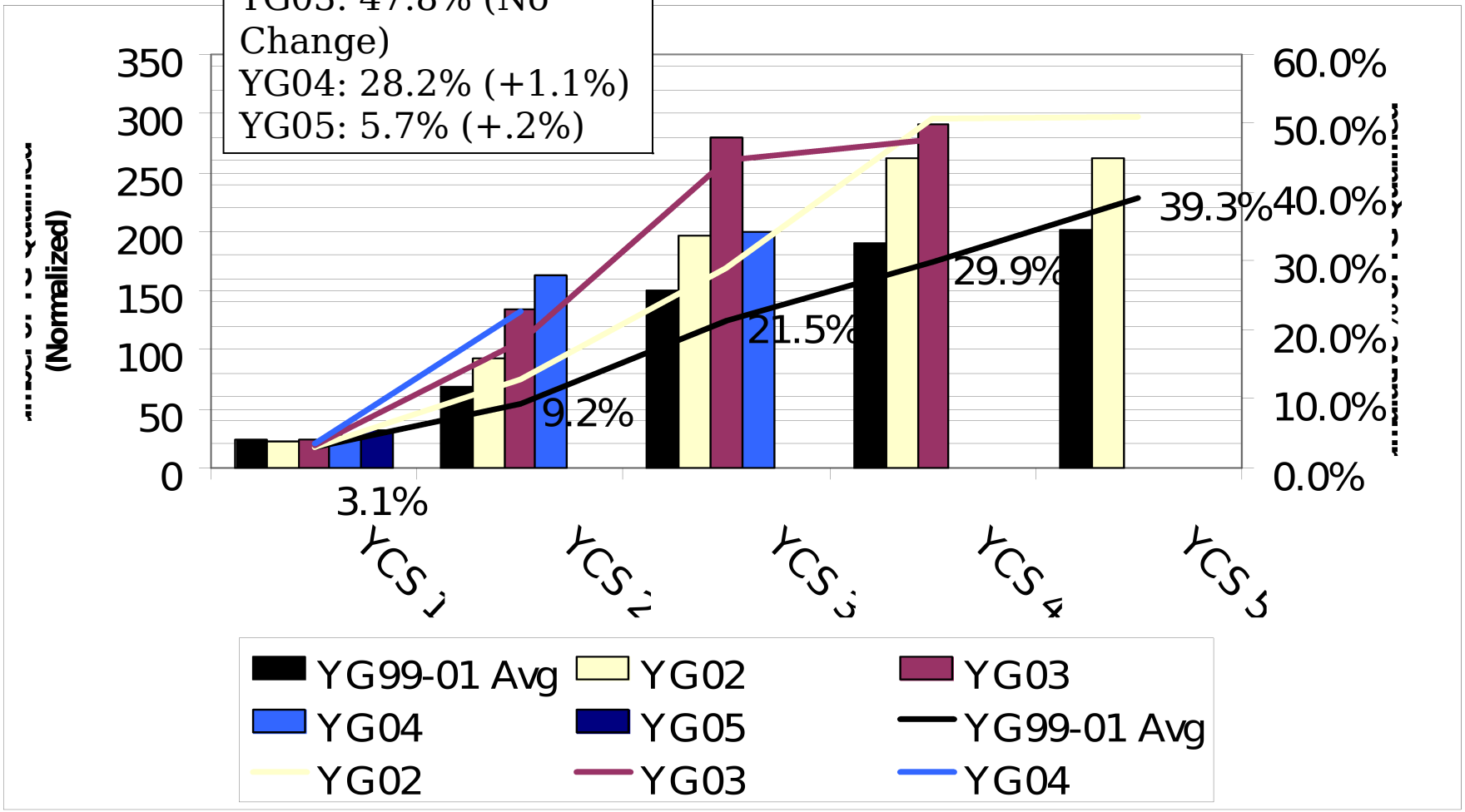
Surface Warfare Enterprise



USNA/NROTC Midshipmen will Complete 3, and OCS SWO Selects 6, CBTs before Reporting to their 1st Ships

EOOW Qualifications

Surface Warfare Enterprise



EOOW Qual Continues to be a Primary Discriminator on

“Early Command”

Surface Warfare Enterprise

- Single Screening Board for PC and MCM Command
  - Held during 1st Department Head tour
  - Recommendation from CO and 1st Flag
  - TAO and EOOW are mandatory
  - Screened for “Early Command”, slated to PC/MCM based on desires and timing
- PC Command in lieu of 2nd Department Head tour
  - No change to current career path
- MCM Command in lieu of 3rd Department Head tour
  - 2nd Department Head tour as XO
  - No change in amount of sea duty prior to assuming command
  - Still have 3.5 years ashore after tour to complete:

Early Command =↑Increased Opportunity for CDR Command

Specialty Career Paths

Surface Warfare Enterprise

- Confirmed Specialty Paths
  - AT/FP
  - Strategic Lift MSC/MPF
  - Mine Warfare
  - Shore Installation Management
  - Missile Defense
  - Anti-Submarine Warfare
- Volunteer for Program
- Board Selection/XO&CO Screening
- Incentives
  - Promotion Opportunities
  - Geographic Stability Possibility
  - Education & Skill Development
  - GWOT Contribution

Information Resources:

PERS 41 Website:

NAVADMIN 220/04

FAQs

Articles:

Navy Times

Stars and Stripes

Navy News

- Open to Successful *Post-Department* Head Officers.
- Apply as Early as Completion of 1st Department Head Tour

Specialty Career Paths

Surface Warfare Enterprise

- 14 Officers selected for XO-SCP and CO-SCP (28 total)

CO-SCP	XO-SCP
3 ATFP	4 ATFP
2 MD	2 MD
3 SIM	3 SIM
2 ASW	2 ASW
2 MIW	1 MIW
2 SS	2 SS

- 12 of 28 (43%) Officers have completed or are currently serving in XO or CO billets
  - 9 Officers are slated/under orders to billets (EDA between 0707-0802)
  - **Next SCP Board 20 Jun 07**

Screening CO - Legacy

Surface Warfare Enterprise

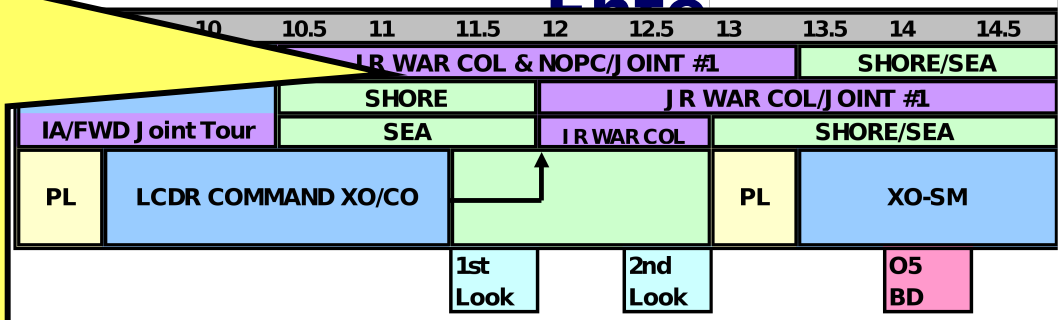
- Commander Command Board (DEC 06)
  - Demonstrated sustained superior performance as DH/XO/LCDR CO
  - Diversified and Enhancing Duty
    - OPNAV, Big Deck Amphibs, Numbered Fleets, Squadron Chief Staff Officer
  - Tie Breakers:
    - 0-3/0-4 CO, Grad Ed, Cmd Qual, Post DH/XO Sea Duty, Overseas, JPME
- Major Command Board (NOV 06)
  - Breakout in O-5 Command
  - Post Command Sea/Overseas tours
  - Post DH Shore Tours – Value Added for the Out Years
  - Diversified Assignments (including location)

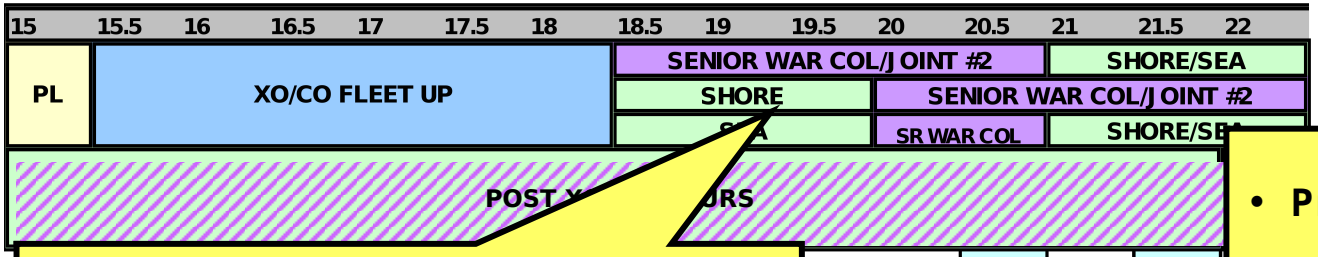
Do Your Tours Build Towards the Jobs of Tomorrow?

SWO Detailing Guidelines

Surface Warfare Ente

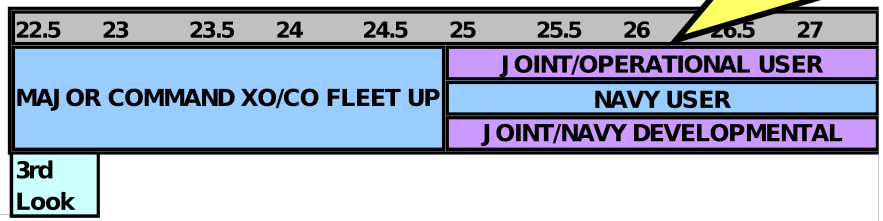
- All Post DH Officers may complete a Joint Tour
- #1 DH goes to War College/Joint Tour following DH tour
- If #1 DH has JPME I, 50% go Joint immediately





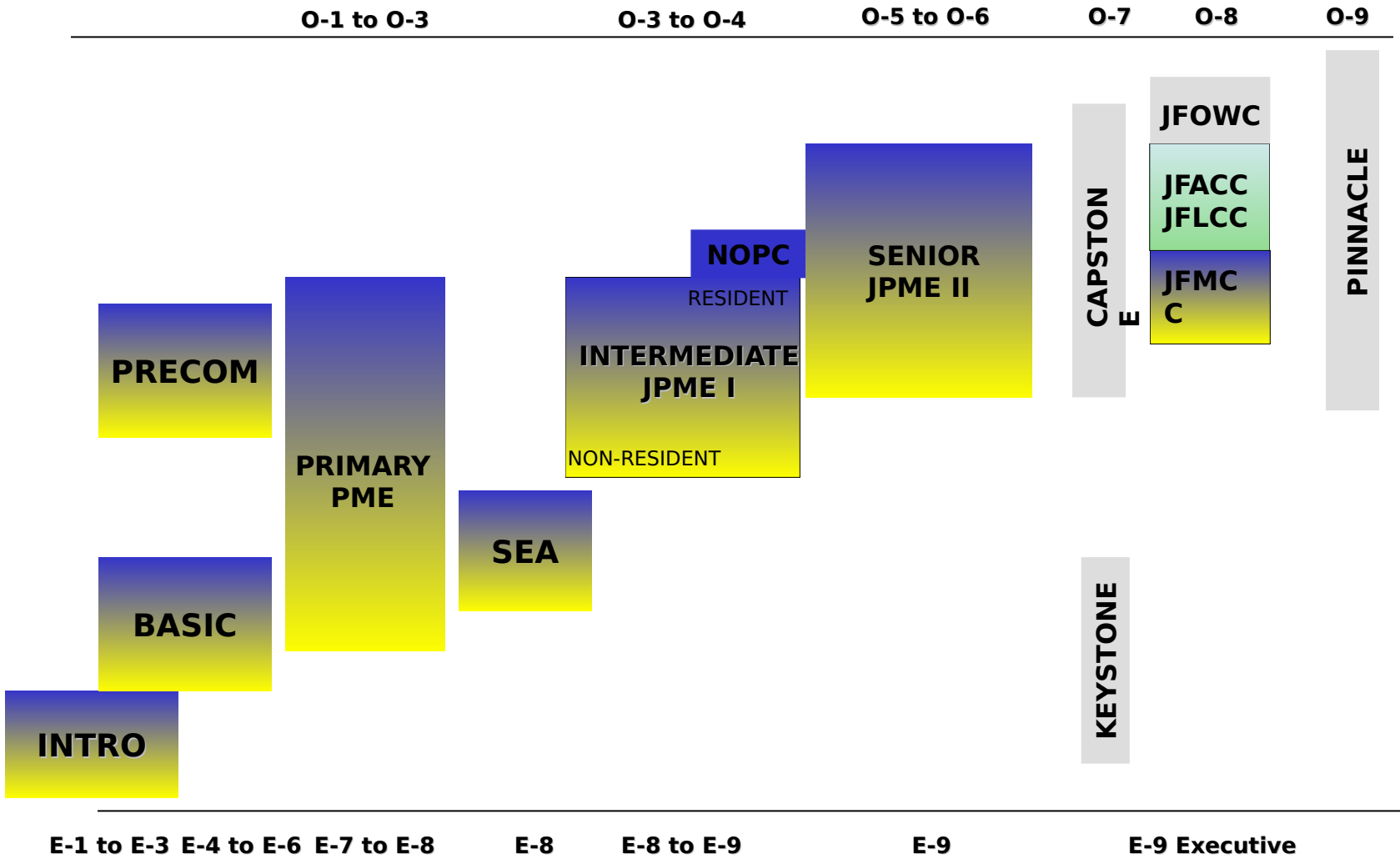
- All PCCs may complete a Joint Tour
- Minimum 50% #1 or #2 PCCs will be slated to immediate War College/Joint Assignment
- MP/P PCCs will complete Operational tour before Joint Tour

- Primarily a User tour
- Joint Operational tour if available
- Navy tours focus on Key Secondary Competencies



PME in the Navy
Where We're Going

Surface Warfare Enterprise



Current Business Rules

.....also metrics driven

Surface Warfare Enterprise

Who Goes

1. Post Major Cmd
2. Screened Major Cmd
3. Post CDR Cmd
4. Screened CDR Cmd
5. Screened, Qualified Insufficient Opportunity (QIO) or continued eligibility for CDR CMD
6. Specified Specialty/Alternate Career Path Officers
7. NPC Waiver

CJCS JOD: ". . . **key principle:** ***joint officers are built upon Service officers."***

Assignment Priority

1. -Joint/JTF/Standing Joint Force HQs/Inter-Agency

   -Navy Operational Command or Career Milestone

   ~
2. Joint Operational*
3. Joint Support*
4. Major Staff Billets w/ High Joint Content
5. Other USN Billets w/ High Joint Content
6. Major Staff

The Majority Of Pre Command Officers Assigned To SLC Are Sent To Operational Joint Billets Following Their

"Path to Joint"

Requirements/Proposed Requirements

Surface Warfare Enterprise

- Officer Primary PME: Prerequisite for Promotion to O-4 by FY 10, Entry to Intermediate PME/JPME I by FY08
- Intermediate PME: Prerequisite for URL CDR Command and RL/Staff beginning with Screening Groups receiving their 1st look during the FY09 Command Selection Board (held February through December 2008) (CNO RQMT: NAVADMIN 093/05)
  - CNP Waiver; required prior to assumption of command (FY12)
- 10 USC 2155: After 30 Sep 2009, JPME Phase I is prerequisite for Phase II
  - Senior level PME w/ JPME II: Prerequisite for assumption of URL Major Command and specified RL/Staff equivalent career milestone (CNP waiver for CVN command pipeline) By FY 12
  - "Joint Qualified Officers" (JQOs) vice "Joint Specialty Officers" (JSO)

JPME Req't for Command Screening

Surface Warfare Enterprise

- JPME Phase I is a requirement for FY09 and future Commander Command Screening Boards (affects Officers on their 1st Look only)
- FY09 Command Screening Board (1st Look only)
  - Apr 2008 XO/CO Fleet Up Commander Command Board
    - PYG 06 1st Look
- FY10 Command Screening Board
  - April 2009 XO/CO Fleet Up Commander Command Board
    - PYG 07 1st Look and PYG 06 2nd Look
- JPME Phase I can be earned via:
  - Correspondence Course
  - Naval Post Graduate School
  - Naval War College
  - Other Services War College

Mentoring Interest Item

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Questions and Answers